



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

General Position Information

Job Title: 19034 - Senior Intelligence Officer for Homeland Analysis - SNIS Professional Tier 1

Salary Range: None provided (not applicable for detailees)

Vacancy Open Period: 9/27/2017 – 10/19/2017

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCTC/DI

Duty Location: McLean, VA

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Relocation Expenses: For new ODNI employees, reimbursement for relocation is discretionary based on availability of funds.

Job Interview Travel: Candidates from outside the Washington, D.C., area may be selected for a telephone, teleconference, or in-person interview. If selected for an in-person interview, any travel or lodging will be at the applicant's personal expense.

Position Information

This is an opportunity for:

- An internal candidate to fill a SNIS Professional Tier 1 cadre position.
- A Federal Government employee to serve on a two-year reimbursable detail assignment in the ODNI. The detail assignment may be extended an additional year if all parties agree.

Who May Apply

Senior Service (SNIS, SES, SIS, DISES, DISEL) candidates and highly qualified GS-15s may apply.

Former members of the Peace Corps may be considered for ODNI employment only if five full years have elapsed since separation from the Peace Corps.

- For a cadre assignment:
 - Current ODNI permanent cadre.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- For a detailee assignment:
 - Current Federal Government employees. Senior Service (SNIS, SES, SIS, DISES, DISEL) candidates and highly qualified GS-15s may apply.

Salary Determination

- The ODNI uses a rank-in-person system in which rank is attached to the individual. A selected ODNI candidate or other Federal Government candidate will be assigned to the position at the employee's current GS grade and salary.
- A current Federal Government employee, selected for a detail, will be assigned to the position at his or her current grade and salary.

Component Mission:

The National Counterterrorism Center (NCTC) leads our nation's effort to combat terrorism at home and abroad by analyzing the threat, sharing that information with our partners, and integrating all instruments of national power to ensure unity of effort. The Center serves as the primary organization in the United States Government (USG) for analyzing and integrating all intelligence possessed or acquired by the USG pertaining to terrorism and counterterrorism, and its Director serves as the Counterterrorism Mission Manager. NCTC also serves as the central and shared knowledge bank on known and suspected terrorists and international terrorist groups, as well as their goals, strategies, capabilities, and networks of contacts and support. In addition, NCTC conducts strategic operational planning for counterterrorism activities, coordinating and integrating the efforts of departments and agencies across the Federal Government.

Major Duties and Responsibilities (MDRs):

- The National Counterterrorism Center's Directorate of Intelligence (NCTC/DI) is seeking an exceptional, experienced GS-15 or SIS/SNIS analyst with strong tradecraft, leadership and interpersonal skills to help oversee and drive Homeland analysis across the Directorate, enabling the Center to better meet its mission of fusing foreign and domestic intelligence on external and internal threats to the Homeland.
- This is a non-supervisory, substantive leadership position. The selected officer will partner with management to lead the DI's analytic approach to Homeland analysis, monitor the overall effectiveness of the effort, and improve IC collaboration and customer engagement on Homeland-related issues.
- As a member of the DI Front Office, reporting to one of the Deputies for Intelligence, the officer will help DI managers strategize approaches to Homeland analysis and assist in formulating and implementing a strategic, policy-relevant, analytic program. The selectee will oversee the DI's



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

efforts at identifying and assessing trends, understanding interdisciplinary linkages and applying sophisticated analytic tools and techniques to complex projects related to the Homeland. The officer will ensure that the Directorate's analytic lines are progressing and staying fresh by encouraging DI analysts to think creatively and challenge their own analytic lines, promoting diversity of analytic opinions, and helping them identify creative ways to tackle strategic production in a limited collection environment.

- In addition to overseeing and guiding the production of others, the selectee will on occasion produce sophisticated, cross-cutting, strategic finished intelligence and briefings on Homeland-related issues that model the highest standards of DI tradecraft and policy relevance, in synch with DI Groups.
- The officer will work with DI managers and analysts to increase production at the U//FOUO level to ensure that NCTC analysis is reaching a broader audience for law enforcement customers.
- The officer will also assist in driving integration and fostering increased communication to ensure that the DI's analytic efforts are synchronized across the Directorate—between Pursuit and other DI groups—and complementary to efforts ongoing in other NCTC Directorates related to the Homeland.
- The successful candidate will be expected to exhibit exemplary and inclusive leadership behaviors and help create and maintain a positive, professional, and high performance workplace. The selectee will be one of the DI's leading teachers of our trade and organizational culture, setting a positive tone and playing a leading role in building workforce morale and fostering cooperation and collaboration.
- NCTC/DI is committed to developing its officers, and will provide the selected officer with executive development and training opportunities, encourage research projects, and support the selectee's corporate contributions. The officer will also have opportunities to travel, take appropriate language training, and attend relevant conferences.
- Experience as a highly successful DI analyst and mentor, and the ability to identify trends and topics; conceptualize projects; work effectively on cross-cutting issues; and produce sophisticated, insightful finished intelligence are a must.
- Develop and maintain working relationships with senior IC counterparts as necessary, principals throughout the intelligence and policy communities; identify issues and developments with internal and external peers, communicating regularly to exchange subject information.
- Function as a program manager to best position the DI to produce analysis on both external and internal threats to the Homeland that is of most interest and utility to policymakers and monitor the progress and effectiveness of the Center's Homeland-related analytic production.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- Work with DI Groups and teams to identify opportunities for analytic production on the Homeland—to include at the U/FOUO level—and help analysts conceptualize products to maximize their policy-relevance and timeliness. Attend select brainstorming sessions and serve as a resource for analysts to help ensure the homeland-related aspects of their accounts are being addressed.
- Provide expert advice and counsel to NCTC/DI and NCTC leadership on Homeland-related analytic issues.
- Serve as a permanent member of and senior adviser to the Homeland Analysis Advisory Board, oversee the Homeland Analyst Certificate Program and Homeland analysis training efforts, and develop processes to recognize and reward Homeland analysis.
- Serve as a key substantive point of contact for NCTC Domestic Representatives and help drive collaboration and coordination between the DI and the Joint Counterterrorism Assessment Team (JCAT).
- Help ensure appropriate lash-up between Pursuit Group's targeting analysts and strategic analysts tracking external and internal threats to the Homeland elsewhere in the DI.
- Serve as a key interlocutor to IC partners and stakeholders to conceptualize and build Homeland-related analytic programs that work towards a common purpose.
- Develop performance measuring methodologies and collect metrics to evaluate the success of the Directorate's Homeland analysis efforts.
- Cultivate a professional network with IC analysts and analytic managers to ensure timely and appropriate intelligence support to policy customers regarding Homeland analysis issues.
- Develop and sustain a network with industry, academic, and other subject matter experts.
- Working with DI Groups, provide strategic, cross-cutting briefings to senior IC members, policy makers, military decision makers, members of Congress, and other major stakeholders on NCTC/DI's Homeland analysis.
- Review and preside over the research and production plans on Homeland issues, identify redundancies and gaps, identify strategies to address gaps, and advise the DI leadership on gaps and shortfalls in analytic capabilities across the Directorate.
- Work with the NIM/CT to ensure that analysis and collection are fully integrated and focused on policymaker priorities, and participate as appropriate in helping determining the state of collection on Homeland analysis issues, identifying gaps, and supporting integrated Community-wide strategies to mitigate any gaps.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- As appropriate, represent analytic positions in liaison relationships with key foreign intelligence services, government officials, and other experts who have insights on threats to the Homeland.

Mandatory and Educational Requirements

- Established and recognized substantive expertise on terrorism issues, particularly related to threats to the Homeland.
- Expert knowledge of analytic tradecraft and the customer base for counterterrorism analysis.
- Excellent interpersonal, organizational, and leadership skills and ability to conceptualize and effectively lead complex analytic projects with limited supervision. Ability to work with and fairly represent the IC when analytic views differ among agencies.
- Demonstrated experience and expertise in effectively working with policymakers, law enforcement organizations, warfighters, and state and local officials and a deep understanding of their intelligence/analytic requirements and priorities related to terrorism.
- Outstanding critical thinking skills demonstrated in a portfolio of published analysis that show applicant's ability to think strategically and creatively.
- Demonstrated ability to work effectively across organizational lines—often under tight deadlines—to synthesize and produce sophisticated intelligence.
- Successful track record of expertise and experience in overseeing analytic processes, understanding IC analytic capabilities and priorities, and working at senior levels across the community to drive analytic product.
- Knowledge of IC collection enterprise, particularly efforts against the Homeland.
- Demonstrated capability to direct interagency, interdisciplinary IC teams against analytical issues.
- Excellent communication skills, including ability to exert influence with senior leadership and communicate effectively with people at all levels, both internal and external to the organization, to give oral presentations and to otherwise represent the NCTC, as needed, in interagency meetings.

Desired Requirements:

None.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

Key Requirements and How To Apply

Internal ODNI Candidates:

A complete application package must include:

- a. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- b. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required if the applicant is unable to provide the two most recent evaluations.
- c. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_C_WMA@dni.ic.gov (classified email system) or Recruitment_TeamC@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both saksdav@dni.ic.gov (*David S.*) and longvj@cia.ic.gov (*Vince L.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

Current Federal Employees Applying for a Detail Assignment:

Applicants from federal agencies within the Intelligence Community (IC) may be considered for this position as a reimbursable detailee, if endorsed by the employing agency. Applicants must have current TS/SCI clearances with polygraph or have the ability to obtain one. The ODNI does not conduct polygraphs or provide security clearances for detailees. ***Applicants from within the IC must submit an application through the classified [IC Joint Duty Program website](#).***

Applicants from federal agencies outside the IC must provide:

- a. **WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- b. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- c. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required if the applicant is unable to provide the two most recent evaluations.
- d. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- e. **CURRENT SF-50:** Federal Government employees must provide an SF-50, "Notification of Personnel Action" to verify current federal status, position, title, grade, and organization of record.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_C_WMA@dni.ic.gov (classified email system) or Recruitment_TeamC@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both saksdav@dni.ic.gov (*David S.*) and longvj@cia.ic.gov (*Vince L.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

All Applicants:

APPLICATION PACKAGES MUST CONTAIN ALL ITEMS LISTED ABOVE. AN INCOMPLETE APPLICATION PACKAGE WILL BE INELIGIBLE FOR CONSIDERATION.

Your application **MUST** be received by midnight on the closing date of this announcement. Applications received after the closing date will **NOT** be eligible for consideration.

To verify receipt of your application package **ONLY**, you may call 703-275-3955.

What To Expect Next:

The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. Due to the large number of applications received, applicants will be contacted **ONLY** if they have been selected for an interview.

Agency Contact Information:

ODNI Recruitment; Phone: 703-275-3955; Email: Recruitment_TeamC@dni.gov

Other Information:

The ODNI is an equal opportunity employer and abides by applicable employment laws and regulations.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

REASONABLE ACCOMMODATIONS FOR PERSONS WITH DISABILITIES: The ODNI provides reasonable accommodations to otherwise qualified applicants with disabilities. IF YOU NEED A REASONABLE ACCOMMODATION for any part of the application and hiring process, please notify the Intelligence Community Equal Employment Opportunity and Diversity Office Representative by classified email at DNI-EEOD-RA-ACF@exchange.cia.ic.gov, by unclassified email at DNI-EEOD@dni.gov, by telephone at 301-243-0704 or by FAX at 301-243-1200. Your request for reasonable accommodation will be addressed on a case-by-case basis. **PLEASE DO NOT SUBMIT YOUR APPLICATION TO THE EEOD EMAIL ADDRESS. THIS EMAIL IS FOR REASONABLE ACCOMMODATION REQUESTS ONLY. PLEASE SUBMIT YOUR APPLICATION VIA THE EMAIL ADDRESS PROVIDED IN THE 'HOW TO APPLY' SECTION ABOVE.**